

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2587
Revision No.: 20
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States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts
Bluff, Sheridan, Sioux
Wyoming Statewide

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.40
Accounting Clerk II	10.95
Accounting Clerk III	14.48
Accounting Clerk IV	14.89
Court Reporter	12.43
Dispatcher, Motor Vehicle	12.38
Document Preparation Clerk	10.41
Duplicating Machine Operator	10.41
Film/Tape Librarian	9.62
General Clerk I	7.46
General Clerk II	10.04
General Clerk III	10.89
General Clerk IV	12.24
Housing Referral Assistant	11.99
Key Entry Operator I	7.76
Key Entry Operator II	8.60
Messenger (Courier)	7.46
Order Clerk I	9.53
Order Clerk II	9.77
Personnel Assistant (Employment) I	10.81
Personnel Assistant (Employment) II	12.14
Personnel Assistant (Employment) III	13.07
Personnel Assistant (Employment) IV	14.49
Production Control Clerk	14.28
Rental Clerk	9.62
Scheduler, Maintenance	9.62
Secretary I	9.62
Secretary II	10.82
Secretary III	11.99
Secretary IV	13.32
Secretary V	14.76

Service Order Dispatcher	12.38
Stenographer I	12.51
Stenographer II	13.87
Supply Technician	13.32
Survey Worker (Interviewer)	10.82
Switchboard Operator-Receptionist	8.42
Test Examiner	10.82
Test Proctor	10.82
Travel Clerk I	8.37
Travel Clerk II	8.88
Travel Clerk III	9.35
Word Processor I	8.43
Word Processor II	10.27
Word Processor III	11.48

Automatic Data Processing Occupations

Computer Data Librarian	7.99
Computer Operator I	8.23
Computer Operator II	9.20
Computer Operator III	10.41
Computer Operator IV	11.92
Computer Operator V	12.62
Computer Programmer I (1)	10.49
Computer Programmer II (1)	13.03
Computer Programmer III (1)	15.50
Computer Programmer IV (1)	18.30
Computer Systems Analyst I (1)	15.44
Computer Systems Analyst II (1)	17.91
Computer Systems Analyst III (1)	20.80
Peripheral Equipment Operator	9.50

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.52
Automotive Glass Installer	17.56
Automotive Worker	17.56
Electrician, Automotive	18.55
Mobile Equipment Servicer	15.62
Motor Equipment Metal Mechanic	19.52
Motor Equipment Metal Worker	17.56
Motor Vehicle Mechanic	19.52
Motor Vehicle Mechanic Helper	14.65
Motor Vehicle Upholstery Worker	16.59
Motor Vehicle Wrecker	17.56
Painter, Automotive	18.55
Radiator Repair Specialist	17.56
Tire Repairer	15.09
Transmission Repair Specialist	19.52

Food Preparation and Service Occupations

Baker	10.22
Cook I	8.79
Cook II	10.22
Dishwasher	7.62
Food Service Worker	7.62
Meat Cutter	11.63
Waiter/Waitress	7.97

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.55
Furniture Handler	13.47
Furniture Refinisher	18.55
Furniture Refinisher Helper	14.65
Furniture Repairer, Minor	16.59
Upholsterer	18.55

General Services and Support Occupations

Cleaner, Vehicles	7.62
Elevator Operator	7.82
Gardener	8.05
House Keeping Aid I	7.99
House Keeping Aid II	8.18
Janitor	7.82
Laborer, Grounds Maintenance	8.05
Maid or Houseman	7.19
Pest Controller	8.93
Refuse Collector	8.76
Tractor Operator	9.31
Window Cleaner	8.25

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.07
Licensed Practical Nurse II	11.29
Licensed Practical Nurse III	12.64
Medical Assistant	9.77
Medical Laboratory Technician	12.88
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.15
Nursing Assistant II	9.22
Nursing Assistant III	10.00
Nursing Assistant IV	11.22
Pharmacy Technician	12.19
Phlebotomist	11.25
Registered Nurse I	14.70
Registered Nurse II	17.93
Registered Nurse II, Specialist	17.93

Registered Nurse III	21.74
Registered Nurse III, Anesthetist	21.74
Registered Nurse IV	26.06

Information and Arts Occupations

Audiovisual Librarian	17.62
Exhibits Specialist I	10.52
Exhibits Specialist II	12.72
Exhibits Specialist III	15.88
Illustrator I	9.15
Illustrator II	11.06
Illustrator III	13.81
Librarian	17.79
Library Technician	9.22
Photographer I	9.30
Photographer II	12.33
Photographer III	15.40
Photographer IV	18.83
Photographer V	22.71

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.61
Counter Attendant	6.61
Dry Cleaner	7.40
Finisher, Flatwork, Machine	6.61
Presser, Hand	6.61
Presser, Machine, Drycleaning	6.61
Presser, Machine, Shirts	6.61
Presser, Machine, Wearing Apparel, Laundry	6.61
Sewing Machine Operator	7.83
Tailor	8.97
Washer, Machine	6.93

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.55
Tool and Die Maker	22.25

Material Handling and Packing Occupations

Forklift Operator	16.22
Fuel Distribution System Operator	15.62
Material Coordinator	14.73
Material Expediter	14.73
Material Handling Laborer	10.79
Order Filler	11.08
Production Line Worker (Food Processing)	12.11
Shipping Packer	11.18
Shipping/Receiving Clerk	10.42
Stock Clerk (Shelf Stocker; Store Worker II)	12.04
Store Worker I	10.55

Tools and Parts Attendant	13.61
Warehouse Specialist	15.90

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.52
Aircraft Mechanic Helper	14.65
Aircraft Quality Control Inspector	20.49
Aircraft Servicer	16.59
Aircraft Worker	17.56
Appliance Mechanic	18.55
Bicycle Repairer	15.09
Cable Splicer	22.22
Carpenter, Maintenance	18.55
Carpet Layer	17.56
Electrician, Maintenance	19.52
Electronics Technician, Maintenance I	18.65
Electronics Technician, Maintenance II	19.76
Electronics Technician, Maintenance III	20.73
Fabric Worker	16.59
Fire Alarm System Mechanic	19.52
Fire Extinguisher Repairer	15.62
Fuel Distribution System Mechanic	19.52
General Maintenance Worker	17.56
Heating, Refrigeration and Air Conditioning Mechanic	19.52
Heavy Equipment Mechanic	19.52
Heavy Equipment Operator	19.52
Instrument Mechanic	20.24
Laborer	9.81
Locksmith	18.55
Machinery Maintenance Mechanic	21.69
Machinist, Maintenance	19.51
Maintenance Trades Helper	14.65
Millwright	19.52
Office Appliance Repairer	18.55
Painter, Aircraft	18.55
Painter, Maintenance	18.55
Pipefitter, Maintenance	19.52
Plumber, Maintenance	18.55
Pneudraulic Systems Mechanic	19.52
Rigger	19.52
Scale Mechanic	17.56
Sheet-Metal Worker, Maintenance	19.52
Small Engine Mechanic	17.56
Telecommunication Mechanic I	19.52
Telecommunication Mechanic II	20.49
Telephone Lineman	19.52
Welder, Combination, Maintenance	19.52
Well Driller	19.52
Woodcraft Worker	19.52

Woodworker	15.62
Miscellaneous Occupations	
Animal Caretaker	9.03
Carnival Equipment Operator	8.81
Carnival Equipment Repairer	9.36
Carnival Worker	7.62
Cashier	7.32
Desk Clerk	8.32
Embalmer	17.93
Lifeguard	9.42
Mortician	18.20
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.54
Recreation Specialist	11.59
Recycling Worker	11.60
Sales Clerk	8.28
School Crossing Guard (Crosswalk Attendant)	8.80
Sport Official	9.42
Survey Party Chief (Chief of Party)	9.32
Surveying Aide	7.05
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.46
Swimming Pool Operator	10.87
Vending Machine Attendant	7.54
Vending Machine Repairer	9.53
Vending Machine Repairer Helper	8.06
Personal Needs Occupations	
Child Care Attendant	8.32
Child Care Center Clerk	10.40
Chore Aid	7.19
Homemaker	11.59
Plant and System Operation Occupations	
Boiler Tender	19.52
Sewage Plant Operator	18.55
Stationary Engineer	19.52
Ventilation Equipment Tender	14.65
Water Treatment Plant Operator	18.55
Protective Service Occupations	
Alarm Monitor	11.45
Corrections Officer	15.84
Court Security Officer	19.99
Detention Officer	17.31
Firefighter	16.23
Guard I	8.43
Guard II	9.91
Police Officer	19.47

Stevedoring/Longshoremen Occupations

Blocker and Bracer	14.91
Hatch Tender	15.92
Line Handler	15.92
Stevedore I	13.05
Stevedore II	16.82

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	9.18
Archeological Technician II	10.28
Archeological Technician III	12.72
Cartographic Technician	11.27
Civil Engineering Technician	12.72
Computer Based Training (CBT) Specialist/ Instructor	15.44
Drafter I	7.05
Drafter II	8.64
Drafter III	10.52
Drafter IV	12.72
Engineering Technician I	10.44
Engineering Technician II	14.54
Engineering Technician III	15.61
Engineering Technician IV	16.74
Engineering Technician V	18.00
Engineering Technician VI	19.34
Environmental Technician	12.88
Flight Simulator/Instructor (Pilot)	17.91
Graphic Artist	11.68
Instructor	15.88
Laboratory Technician	13.40
Mathematical Technician	11.06
Paralegal/Legal Assistant I	11.57
Paralegal/Legal Assistant II	14.24
Paralegal/Legal Assistant III	17.38
Paralegal/Legal Assistant IV	21.09
Photooptics Technician	12.33
Technical Writer	18.09
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.94
Weather Observer, Senior (3)	14.39
Weather Observer, Upper Air (3)	12.94

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	10.79
Parking and Lot Attendant	7.99
Shuttle Bus Driver	11.47
Taxi Driver	9.90
Truckdriver, Heavy Truck	13.87
Truckdriver, Light Truck	10.45
Truckdriver, Medium Truck	11.85
Truckdriver, Tractor-Trailer	13.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.